

## Michigan FIA Employee Turnover Report By Program

**Date:** August 3, 2004

Classification	Pay Period	Dates	No. Employs on Payroll	Separations	Percent Separated (Pay Period)	Percent Separated (Proj. Annual)	Left Class (Promote, Demote, Lateral)	Separations + Left Classification	Percent (Pay Period)	Percent (Proj. Annual)	Left Program	Separations + Left Class + Left Program	Percent (Pay Period)	Percent Leaving Program (Proj. Annual)
Foster Care	1	12/7/03-12/20/03	861	2	0.23%	6.04%	1	3	0.35%	9.06%	3	6	0.70%	18.12%
	2	12/21/03-1/3/04	855	1	0.12%	4.55%	3	4	0.47%	10.66%	5	9	1.05%	22.75%
	3	1/4/04-1/17/04	866	3	0.35%	6.07%	2	5	0.58%	12.13%	2	7	0.81%	22.19%
Protective Services	1	12/7/03-12/20/03	717	5	0.70%	18.13%	1	6	0.84%	21.76%	4	10	1.39%	36.26%
	2	12/21/03-1/3/04	711	4	0.56%	16.38%	0	4	0.56%	18.20%	1	5	0.70%	27.17%
	3	1/4/04-1/17/04	726	6	0.83%	18.11%	2	8	1.10%	21.67%	1	9	1.24%	28.86%
Adoption	1	12/7/03-12/20/03	92	1	1.09%	28.26%	0	1	1.09%	28.26%	0	1	1.09%	28.26%
	2	12/21/03-1/3/04	92	0	0.00%	14.17%	0	0	0.00%	14.17%	0	0	0.00%	14.17%
	3	1/4/04-1/17/04	90	1	1.11%	19.07%	0	1	1.11%	19.07%	0	1	1.11%	19.07%
Juvenile Justice	1	12/7/03-12/20/03												
	2	12/21/03-1/3/04												
	3	1/4/04-1/17/04												
Total Children's Services	1	12/7/03-12/20/03	1670	8	0.48%	12.46%		10	0.60%	15.57%		17	1.02%	26.47%
	2	12/21/03-1/3/04	1658	5	0.30%	7.84%		8	0.48%	12.55%		14	0.84%	21.95%
	3	1/4/04-1/17/04	1682	10	0.59%	15.46%		14	0.83%	21.64%		17	1.01%	26.28%

# Michigan FIA Employee Turnover Report by Race, Sex within Program

## Foster Care

Date: June 9, 2004

Demographic Variable			White				Total White		Black				Total Black		Hispanic				Total Hispanic		Asian				Total Asian		Native American, Eskimo				Total N.A., Eskimo		Other				Total Other		Gender Total	
			Male No.	Male %	Fem. No.	Fem. %	No.	%	Male No.	Male %	Fem. No.	Fem. %	No.	%	Male No.	Male %	Fem. No.	Fem. %	No.	%	Male No.	Male %	Fem. No.	Fem. %	No.	%	Male No.	Male %	Fem. No.	Fem. %	No.	%	Male No.	Male %	Fem. No.	Fem. %	Total Male	Total Female		
	Separations	Pay Period																																						
		Year-to-Date																																						
	Left Classification	Pay Period																																						
		Year-to-Date																																						
	Left Program	Pay Period																																						
		Year-to-Date																																						
	Total Departed	Pay Period																																						
		Year-to-Date																																						
	Employees on Payroll	Pay Period																																						
		Year-to-Date																																						

## Michigan FIA Employee Turnover Report by Degree within Program

### Foster Care

Date: June 9, 2004

Degree			BSW		Criminal Justice		Sociology		Psychology		Other B.A.		MSW		Other M.A.		Total	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Separations	Pay Period																	
	Year-to-Date																	
Left Classification	Pay Period																	
	Year-to-Date																	
Left Program	Pay Period																	
	Year-to-Date																	
Total Departed	Pay Period																	
	Year-to-Date																	
Employees on Payroll	Pay Period																	
	Year-to-Date																	

## Michigan FIA Employee Turnover Report by Length of Service within Program

### Foster Care

**Date:** June 9, 2004

Length of Service			0 - 6 months		6 months - 1 year		1 - 2 years		2 - 3 years		3 - 5 years		5 - 7 years		7 - 10 years		10 + years		Total	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Separations	Pay Period																			
	Year-to-Date																			
Left Classification	Pay Period																			
	Year-to-Date																			
Left Program	Pay Period																			
	Year-to-Date																			
Total Departed	Pay Period																			
	Year-to-Date																			
Employees on Payroll	Pay Period																			
	Year-to-Date																			

## Michigan FIA Employee Turnover Report by Reason for Departure within Program by County

### Foster Care - Genesee Co

Date: June 9, 2004

Reason for Departure		Number on Payroll	Resigned		Moved to New Department		Moved to New County		Retirement		Layoff (R.I.F. or Seasonal)		Medical Layoff		Discharge		Expired Appointment		Death		W.R.L.O.A.		Total	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Separations	Pay Period																							
	Year-to-Date																							

Reason for Departure		Lateral Transfer (Different Class)		Promotion		Demotion		Total	
		No.	%	No.	%	No.	%	No.	%
Left Classification	Pay Period								
	Year-to-Date								

Reason for Departure		To C.P.S.		To Adoption		To J.J.		To Adult Services		To Other		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Left Program	Pay Period												
	Year-to-Date												

Total Departed	Pay Period												
	Year-to-Date												

## Michigan FIA Employee Turnover Report by Program by County

### Genesee County

Date: June 9, 2004

Classification	Pay Period	Dates	Payroll	Separations	Percent Separated (Pay Period)	Percent Separated (Proj. Annual)	Left Classification	Sep + Left Class	Pay Period %	Proj. Annual %	Left Program	Sep + Left Class + Left Program	Pay Period %	Proj. Annual %	Left County	Pay Period %	Proj. Annual %
Foster Care	1	12/7/03- 12/20/03															
	2	12/21/03- 1/3/04															
	3	1/4/04- 1/17/04															
Protective Services	1	12/7/03- 12/20/03															
	2	12/21/03- 1/3/04															
	3	1/4/04- 1/17/04															
Adoption	1	12/7/03- 12/20/03															
	2	12/21/03- 1/3/04															
	3	1/4/04- 1/17/04															
Juvenile Justice	1	12/7/03- 12/20/03															
	2	12/21/03- 1/3/04															
	3	1/4/04- 1/17/04															
Total Children's Services	1	12/7/03- 12/20/03															
	2	12/21/03- 1/3/04															
	3	1/4/04- 1/17/04															

## Michigan FIA Employee Turnover Report County Summary

### Social Services Specialist

Date: June 21, 2004

County	Pay Period	Dates	Payroll	Separations	Percent Separated	Left County	Percent Left County	Seperations + Left County	Percent Seperated or Left County	Left Classification	Percent Left County	Seperated + Left County+ Left Class	% Separated or Left Co or Left Class
Genesee	1	12/7/03-12/20/03	135.00	2	1.50%	1.00	0.74%	3.00	2.22%	1.00	0.74%	4.00	2.96%
	Year to Date	1-5/03-12/20/03	132.02	27	20.45%	18.00	13.64%	45.00	34.09%	3.00	2.27%	48.00	36.36%
Kent	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											
Oakland	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											
Macomb	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											
Urban	1	12/7/03-12/20/03											
	Year to Date	1-5/03-12/20/03											

# Michigan FIA Employee Turnover Report by Reason for Departure within Program

## Foster Care

Date: June 21, 2004

Reason for Departure			Resigned		Moved to New Department		Retirement		Layoff (R.I.F. or Seasonal)		Medical Layoff		Discharge		Expired Appointment		Death		W.R.L.O.A.		Total	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Separations	Pay Period																					
	Year-to-Date																					

Reason for Departure			Lateral Transfer (Different Class)		Promotion		Demotion		Total	
			No.	%	No.	%	No.	%	No.	%
Left Classification	Pay Period									
	Year-to-Date									

Reason for Departure			To C.P.S.		To Adoption		To J.J.		To Adult Services		To Other		Total	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Left Program	Pay Period													
	Year-to-Date													

Total Departed	Pay Period																					
	Year-to-Date																					